



PRODUCTIVITY & STRESS MANAGEMENT

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Employee well-being is a personal management training topic that focuses on productivity and stress management. Fatigue and stress have become all-too-common problems, especially in fast-paced industries with tight deadlines and high client expectations. This is true even in industries where long shifts are required. They can affect cognitive and bodily functioning, sometimes even resulting in lifelong damage, as well as long-term emotional disorders including anxiety and depression, if not handled immediately. Aside from reducing their workload to reduce stress, stress management can assist individuals in developing good coping methods and relaxation practises.

Stress management is very important at work place. A firm's culture is heavily influenced by its employees. Employees who are happier and more optimistic are under control of their stress levels and will contribute to a strong, healthy workplace culture that is conducive to creativity and productivity.

One of the biggest reasons of job absenteeism is stress. Not only will reducing workplace stress result in fewer "mental health days," but it will also lower the number of sick days taken by employees as a result of a weakened immune system caused by excessive stress.

Employees who aren't too stressed are more likely to stick around, and prospective staff is more inclined to work for an organisation that encourages a low-stress work environment and takes steps to keep its employees healthy.

Working actively to minimise stress through measures such as stress management programmes and policies demonstrates that you care about your employees' health and happiness.

The burden of COVID-19 pandemic has simply increased tension of professionals. The impact of stress on productivity and, at the end of the day, a company's bottom line is significant.

Stress and anxiety are two of the most typical workplace dangers. Worse, many people consider their job to be one of the most stressful aspects of their lives. As a result, it is critical for supervisors, managers, and employees to detect the indicators of stress and anxiety, and to take the required steps to reduce work-related stress, such as implementing a stress management plan.

Everyone faces stress at some point in their lives, whether it is connected to family, health, work, or school. It is both physical and mental, and it is frequently brought on by life events such as a shift in duties, a job loss or promotion, a loved one's death, or illness.

While stress can be beneficial, it can sometimes be detrimental, particularly in terms of job productivity. Stress can have a negative impact on your physical and mental health, which can lead to a decrease in productivity. Here are some symptoms that your productivity is being harmed by stress.

Although stress gives a burst of adrenaline, it quickly depletes energy after the initial burst, leaving everyone emotionally and physically exhausted. Lack of physical and mental energy might hinder an employee from performing at his best, resulting in a considerable reduction in output.

Good output demands focus, yet stress can take over thoughts, making it impossible to focus on the task at hand. With the result the output is reduced.

Stress has a way of consuming time by causing you to constantly worry about something that may or may not occur; this is time that could have been spent on more productive pursuits.

When an employee is anxious, his mind wanders, making it difficult to focus on fresh ideas. It essentially inhibits his potential to generate fresh, creative thoughts.

Stress affects not only the emotions and physical abilities, but also personality.

Many occupations need some type of teamwork, so snapping, being irritable, or yelling at co-workers impairs the capacity to be productive, as well as the productivity of co-workers.

Stress effect business productivity in various ways.

Absenteeism is one of the most common ways stress affects a company's total output. Stress-related symptoms such as insomnia, high blood pressure, and headaches take their toll on people, forcing even those who have an excellent attendance record to miss more and more work.

There are various other ways by which stress can impair company's productivity such as when a company is stressed, employees may become restless and want to pursue a less stressful position. This causes problems with increased staff turnover, forcing the organisation to invest more money and effort in finding and training new employees.

Almost every organisation has a few workers who struggle with being on time now and again, but when employees who are normally timely begin to become tardier, it could be a sign of stress. This could be because stress and anxiety frequently disrupt sleep, making it more difficult to wake up in the morning.

Stress also makes it difficult for ordinarily vivacious conversationalists to communicate with their peers. This is frequently due to them isolating themselves and lacking the energy needed to engage in small talk or polite interactions. The company's production may be harmed as a result of a lack of peer ties and communication.

Stress can cause exhaustion, personality changes, and withdrawal from others, and a loss of excitement, all of which can have a substantial influence on your company's productivity.

It's critical to understand how stress affects the organisation and the staff. It has to be dealt strictly. Here are some suggestions:

Exercise has a stress-relieving impact, which is one of its advantages. Not only does it flood the body with feel-good endorphins, but it can also improve sleep and helps to relax. Exercise has long been used to relieve stress. Organize groups to go for short walks at work throughout the day. Offering employees the choice of taking a brief stroll during the workday, regardless of when, where, or for how long, can be a great break as well as the exercise boost they need.

Focusing on a non-work-related endeavour stimulates the brain, such as an art project or a creative project, is a terrific approach and relieves stress. It's vital to draw a line between work and home, but this doesn't have to be a hard one. Consider investing in ergonomic office equipment and adding a few comfortable items that make it seem like home. Your body and mind will appreciate it.

Negative thoughts are common in stressed people. Set aside time each day to reflect on the positive by writing down at least three things that went well unexpectedly. Keep to-do list in a visible location.

Stress-inducing events can't be changed, but how you think about them may. A cognitive behavioural therapist can assist us with rescripting stress-inducing thoughts as they occur.

There are a number of things that can be done to reduce stress in the workplace, with communication being the most effective. Encourage teamwork as well as communication between management and staff. If a team member is showing indications of stress, talk about it and make suggestions for how other team members and/or management may help. Allow staff to take breaks on a regular basis, and encourage them to exercise and eat healthily.

Caffeine is a natural anti-anxiety agent. It stimulates the flow of energy and emotions, as well as increasing stress levels. Caffeine is frequently required to get people

ple moving in the morning, but it is rarely required after noon. In the afternoon, consider switching the break room coffee pot to decaffeinated coffee. You won't be putting caffeine into potentially tense situations, which is like to throwing fuel on a fire.

Stress-relieving activities are not only intended to reduce stress, but anticipating them can also be a type of stress release. By incorporating stress-relieving activities into the office, you can persuade employees to participate.

The words you use at work have a significant impact on the entire business culture. A happy culture and happier employees result from happier words. As a result, select positive messaging. Pleasant messaging refers to the use of language and communication to promote positive encounters. In your interactions, you should be personal, encouraging, passionate, and powerful.

It may seem insignificant, but the way you decorate your office can have a significant impact on employee stress. Natural light and colours should be used to brighten up the areas. Allowing employees to set up, organise, decorate, and even paint their own offices can also be beneficial. The more personal their workspace is, the more at ease they will be at work.

Work-life balance and a lack of control over everyday chores are two major contributors of professional stress. Allowing employees to choose their own schedules alleviated both of these typical sources of stress. Employees who choose their own schedules will do it in a way that is compatible with their personal lives. The staff should be allowed to focus completely on the task for which they were hired. They should not be required to devote any time or effort to decoding managerial signals. It's critical that leadership teams communicate in a clear and concise manner. It doesn't matter if it's meetings, emails, or memoranda. Expectations must be established, and questions must be answered.

Hearing or reading the appropriate inspirational phrase at the right time can make a huge difference in your day. It can assist you in combating stress by instilling a new, positive perspective in you. There are more nuanced approaches. You may include a quote in each staff newsletter, for example. Alternatively, you may put a "Quote of the Week" on the breakroom bulletin board.

The majority of employees are aware of their job responsibilities and know why they were hired. Unfortunately, many employees are unaware of their responsibilities in that position. Yes, their responsibilities appear to be apparent. But it's unclear how, when, and why they're required to handle those responsibilities. Make sure staffs know what's expected of them so they don't get worked up over something that doesn't affect them.

A simple stress reliever can be a kind word. It's not always possible to remove the source of stress at work. Because of the nature of the work, stress is only prevalent in a few businesses. By using an entirely different technique with praise, you can bring stress alleviation. Offering a sincere kind word to someone who is stressed can help them break free from their negative thinking and provide a small ray of hope in the midst of their anxiety.

It can be costly up front, but features such as a fast internet connection, up-to-date tools and gadgets, and dependable software services are critical. Technology has the potential to be our best friend. It can also be your worst enemy—and a major source of job stress. It will be well worth your time and money to invest in technologies that benefit you and your staff rather than the other way around.

So far, we've talked about the negative impacts of stress at work, but now we'd like to talk about the advantages of working in a low-stress workplace.

A firm's culture is heavily influenced by its employees. At the end it is important for employers to understand how to relieve stress to increase productivity from employees. Without the proper structure in place to manage employee stress, workplace productivity suffers. In order to survive in this competitive world it is must that the employees should remain dedicated towards their responsibilities and this is possible only when they are stress free.

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